



**BIRMINGHAM**

**CITY SCHOOLS**

**BUILDING LEADERS. IMPACTING THE WORLD.**

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**CERTIFIED**

**SALARY SCHEDULE  
FY2022**

**BOARD APPROVED: 9/14/2021**



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## **INTRODUCTION**

The 2021-2022 Salary Schedule provides a uniform and equitable payment of wages for service rendered by certificated employees. Certified employees must possess a valid Alabama Teacher's Certificate or be eligible for a waiver from the State Department of Education.

Certified salaries (teacher) in the salary schedule are based on years of experience, degree/certification and/or assignment. Effective February 1, 1996, certified employees (teachers) were approved to be paid on their highest degree, regardless of the teaching assignment. Years of experience are categorized as "STEPS" on the schedule. Experience for teachers will be granted based on public education experience in this system, other public education experience in the State of Alabama, as well as outside the state, and/or an accredited private school. It is the responsibility of the employee to submit the appropriate information pertaining to experience, degree/certification and to verify the receipt of the accurate salary.

## **PROMOTION**

Upon promotion to a new position, an employee will be placed on "Step 1" of the new salary schedule (in the event that placement on "Step 1" will not result in a 5% pay increase, the employee will be placed on the next appropriate step that allows the employee to receive at least a 5% increase in pay). Effective October 1, 2021, promotions will not exceed the highest/last step of the approved salary schedule. Accordingly, if the 5% increase exceeds the last step on the salary schedule, the employee will be placed on the last step. All employees will be compensated within the currently approved salary schedule.

## **QUALIFYING EXPERIENCE**

Employment experience gained in the private employment sector may be considered when filling specified positions, which are not traditionally in the education field, but include specialized training or certifications. Such language will be stated in the job posting for specified positions.

## **OTHER INFORMATION**

Birmingham City Schools shall pay teachers for the highest degree earned from a regionally accredited institution ONLY after the advanced degree has been recognized by the State Department of Education.

All employees are paid in twelve equal monthly installments, regardless of the length of the contract.

The following minimum number of days must be worked in a contract year:

Nine Months.....	187 or 189 Days
Ten Months.....	204 Days
Eleven Months.....	224 Days
Twelve Months.....	240 Days

During the years of State mandated raises, the local board has the option of granting the pay raise at the beginning of the contract year or the beginning of the fiscal year. The same shall hold true for step increases.

The Birmingham Board of Education will ensure compliance and implementation of these acts and all other laws regarding pay raises.

### VACATION LEAVE

1. Twelve-month employees may accrue up to 10 days of vacation leave. A twelve-month employee may begin accruing vacation days, effective at the beginning of his/her twelve-month contract. However, the employee must have worked at least half the month before accruing occurs.
2. A twelve-month employee who has worked at least 15 years for Birmingham City Schools as a twelve-month employee may accrue 15 vacation days per years.

### LOCAL TRAVEL EXPENSE ALLOWANCE\*

#### \$110.00 per month

Program/Operations Specialist, Local School Accountants, Coordinators, Instructional Superintendents, Interpreter, Principals, Directors, Social Workers, Computer Technicians, Area CNP Supervisors, Itinerant Teachers and Itinerant Nurses (if required to go to more than one location during the day), Bookkeepers and CNP Directors, etc. (only those who are required to make daily bank deposits).

#### \$80.00 per month

Assistant Principals, General Counsels

\*Does not apply to employees who drive Board-owned vehicles.

\*Other employee type(s) who travel extensively for District business may be added or removed upon Superintendent's assessment and approval.

\*Other employees who sporadically travel for District business may continue to submit a local travel reimbursement form for reimbursement.

\*This allowance does not apply to Itinerant employees who are not required to travel from one location to another location during the day. **Example:** An itinerant teacher who is scheduled to

go to School A on Mondays, Wednesdays and Fridays and is scheduled to go to School B on Tuesdays and Thursdays. Teacher is not scheduled to go from School A to School B (or vice versa) during these days.

**SUBSTITUTE EMPLOYEES**

1. A substitute employee is a persona paid on a day to day basis either in the place of an absent employee or in a vacant or unfilled position. A substitute does not receive benefits. A substitute employee may not be used for an Itinerate teacher (i.e. art, music, and speech pathologist), instructional support teacher (i.e. guidance counselor, library media specialist, instructional specialist, assistant principal, principal, or any central office administrator.
2. A substitute who is filling a vacant position (vacant position **must be** identified by the Human Resource Department) and holds a current Alabama Certificate may be compensated \$125 per day or \$200 per day for each day served in the identified vacant position.

<b>Type Substitute</b>	<b>Rate of Pay</b>	<b>Certification</b>
Non Certified Substitute	\$10.67 per hour (\$80 per day) (not to exceed 7.5 hours)	Current AL Substitute Teacher’s License
Certified Substitute (Other Subject Areas)	\$125 per day (vacant position)	Valid AL Class B Professional Certification (In-Field)
Certified Substitute (Mathematic or Science)	\$200 per day (vacant position)	Valid AL Class B Professional Certification (Math or Science)

**Substitute Teacher – Non-Certified**

A person who meets the minimum requirements of holding a current substitute teacher’s license issued by the Alabama State Department of Education. **(Form Sub 2004)**

**Substitute Teacher – Certified**

A person who meets the minimum requirements of holding a valid AL Class B Professional Certificate issued by the Alabama State Department of Education. *A valid certificate must be on file in the Human Resources Department.*

**(ALA. CODE§ 16-24-1 (1975))**

Interim teachers are paid a prorated salary (current teacher salary schedule established by the Board) based on degree and experience and the number of contract days to be worked during the school year. Interim teachers receive all applicable employee benefits. Interim teachers must be employed for a semester or more in the same position and must be Board approved.

**TEACHERS, CURRICULUM COACHES, ELEMENTARY SCHOOL COUNSELORS &  
LIBRARIANS  
9 MONTHS 187 DAYS  
SCHEDULE 16**

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S /AA CERTIFICATE	DOCTORAL DEGREE	NON-DEGREE* DEGREE
LEVEL	1	2	3	4	5
1	42,424	48,200	52,475	57,155	42,424
2	42,726	48,502	52,776	57,457	42,726
3	47,148	53,594	58,186	62,868	47,148
4	47,505	53,891	58,486	63,171	47,505
5	47,831	54,555	59,148	63,828	47,831
6	49,928	56,848	61,581	66,397	49,928
7	50,577	57,500	62,231	67,048	50,577
8	51,280	58,202	62,934	67,754	51,280
9	52,270	59,232	64,011	68,844	52,270
10	52,948	59,911	64,692	69,527	52,948
11	53,606	60,621	65,402	70,239	53,606
12	54,676	61,683	66,496	71,352	54,676
13	54,676	61,683	66,496	71,352	54,676
14	54,676	61,683	66,496	71,352	54,676
15	55,046	62,098	66,945	71,847	55,046
16	55,046	62,098	66,945	71,847	55,046
17	55,046	62,098	66,945	71,847	55,046
18	55,433	62,540	67,415	72,345	55,433
19	55,433	62,540	67,415	72,345	55,433
20	55,433	62,540	67,415	72,345	55,433
21	55,825	62,982	67,898	72,863	55,825
22	55,825	62,982	67,898	72,863	55,825
23	55,825	62,982	67,898	72,863	55,825
24	56,905	64,217	69,232	74,298	56,905
25	56,905	64,217	69,232	74,298	56,905
26	56,905	64,217	69,232	74,298	56,905
27+	58,006	65,475	70,593	75,760	58,006

\*The non-degree salary schedule pertains to some full-time instructional employees who provide daily instructions in select military and/or career technical areas. All State and Board requirements and/or mandates for employment are still applicable.

**TEACHERS - 9 MONTHS 189 DAYS  
SCHEDULE TM**

<b>STEP</b>	<b>BACHELOR'S DEGREE</b>	<b>MASTER'S DEGREE</b>	<b>Ed.S /AA CERTIFICATE</b>	<b>DOCTORAL DEGREE</b>
<b>LEVEL</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	42,424	48,200	52,475	57,155
2	42,726	48,502	52,776	57,457
3	47,148	53,594	58,186	62,868
4	47,505	53,891	58,486	63,171
5	47,831	54,555	59,148	63,828
6	49,928	56,848	61,581	66,397
7	50,577	57,500	62,231	67,048
8	51,280	58,202	62,934	67,754
9	52,270	59,232	64,011	68,844
10	52,948	59,911	64,692	69,527
11	53,606	60,621	65,402	70,239
12	54,676	61,683	66,496	71,352
13	54,676	61,683	66,496	71,352
14	54,676	61,683	66,496	71,352
15	55,046	62,098	66,945	71,847
16	55,046	62,098	66,945	71,847
17	55,046	62,098	66,945	71,847
18	55,433	62,540	67,415	72,345
19	55,433	62,540	67,415	72,345
20	55,433	62,540	67,415	72,345
21	55,825	62,982	67,898	72,863
22	55,825	62,982	67,898	72,863
23	55,825	62,982	67,898	72,863
24	56,905	64,217	69,232	74,298
25	56,905	64,217	69,232	74,298
26	56,905	64,217	69,232	74,298
27+	58,006	65,475	70,593	75,760

**TEACHERS - 9 MONTHS 189 DAYS  
INCREASE  
SCHEDULE TI**

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S /AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4
1	5,000	5,000	5,000	5,000
2	8,292	9,538	10,282	11,033
3	10,962	12,606	13,609	14,579
4	8,337	9,587	10,355	11,085
5	9,919	11,406	12,317	13,189
6	11,542	13,273	14,330	15,348
7	11,198	12,878	13,891	14,895
8	12,908	14,846	16,011	17,169
9	14,123	16,242	17,519	18,786
10	14,406	16,568	17,869	19,162
11	15,354	17,659	19,045	20,423
12	16,317	18,766	20,239	21,703
13	16,318	18,767	20,240	21,704
14	16,318	18,767	20,240	21,704
15	16,318	18,767	20,240	21,704
16	16,318	18,767	20,240	21,704
17	16,318	18,767	20,240	21,704
18	13,618	18,767	20,240	21,704
19	16,318	18,767	20,240	21,704
20	16,318	18,767	20,240	21,704
21	16,318	18,767	20,240	21,704
22	16,318	18,767	20,240	21,704
23	16,318	18,767	20,240	21,704
24	16,318	18,767	20,240	21,704
25	16,318	18,767	20,240	21,704
26	16,318	18,767	20,240	21,704
27+	16,318	18,767	20,240	21,704

**TEACHERS - 10 MONTHS 204 DAYS  
SCHEDULE 25**

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S /AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4
1	46,279	52,583	57,243	62,351
2	46,608	52,914	57,573	62,680
3	51,434	58,468	63,154	68,583
4	51,844	58,815	63,829	68,943
5	52,203	59,537	64,551	69,658
6	53,117	62,040	67,206	72,466
7	55,197	62,752	67,918	73,176
8	55,965	63,518	68,687	73,946
9	57,047	64,645	69,859	75,143
10	57,790	65,384	70,603	75,884
11	58,504	66,162	71,377	76,663
12	59,670	67,318	72,572	77,880
13	59,670	67,318	72,572	77,880
14	59,670	67,318	72,572	77,880
15	60,078	67,772	73,059	78,411
16	60,078	67,772	73,059	78,411
17	60,078	67,772	73,059	78,411
18	60,500	68,255	73,572	78,961
19	60,500	68,255	73,572	78,961
20	60,500	68,255	73,572	78,961
21	60,927	68,737	74,099	79,519
22	60,927	68,737	74,099	79,519
23	60,927	68,737	74,099	79,519
24	62,048	70,026	75,496	80,789
25	62,048	70,026	75,496	80,789
26	62,048	70,026	75,496	80,789
27+	63,190	71,341	76,922	82,082

**TEACHERS - 11 MONTHS 224 DAYS  
SCHEDULE 02**

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S /AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4
1	50,816	57,736	62,857	68,465
2	51,176	58,099	63,218	68,825
3	56,475	64,197	69,700	75,307
4	56,904	64,554	70,056	75,671
5	57,295	65,348	70,850	76,455
6	59,808	68,095	73,764	79,537
7	60,586	68,876	74,543	80,316
8	61,428	69,717	75,387	81,162
9	62,616	70,951	76,676	82,467
10	63,427	71,765	77,492	83,284
11	64,214	72,616	78,341	84,136
12	65,491	73,889	79,653	85,472
13	65,491	73,889	79,653	85,472
14	65,491	73,889	79,653	85,472
15	65,939	74,384	80,188	86,064
16	65,939	74,384	80,188	86,064
17	65,939	74,384	80,188	86,064
18	66,402	74,914	80,750	86,659
19	66,402	74,914	80,750	86,659
20	66,402	74,914	80,750	86,659
21	66,871	75,443	81,329	87,280
22	66,871	75,443	81,329	87,280
23	66,871	75,443	81,329	87,280
24	68,039	76,800	82,805	88,873
25	68,039	76,800	82,805	88,873
26	68,039	76,800	82,805	88,873
27+	69,229	78,175	84,304	90,496

**TEACHERS - 12 MONTHS 240 DAYS  
SCHEDULE 26**

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S /AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4
1	54,448	61,862	67,344	73,354
2	54,831	62,248	67,732	73,740
3	60,509	68,784	74,300	80,687
4	61,645	69,934	75,895	81,975
5	62,070	70,795	76,755	82,825
6	64,788	73,770	79,912	86,165
7	65,634	74,614	80,756	87,008
8	66,545	75,527	81,671	87,924
9	67,833	76,864	83,066	89,340
10	68,711	77,745	83,950	90,223
11	69,564	78,666	84,871	91,146
12	70,949	80,043	86,290	92,594
13	70,949	80,043	86,290	92,594
14	70,949	80,043	86,290	92,594
15	71,432	80,583	86,871	93,235
16	71,432	80,583	86,871	93,235
17	71,432	80,583	86,871	93,235
18	71,934	81,157	87,481	93,880
19	71,934	81,157	87,481	93,880
20	71,934	81,157	87,481	93,880
21	72,442	81,730	88,107	94,553
22	72,442	81,730	88,107	94,553
23	72,442	81,730	88,107	94,553
24	73,654	83,142	89,649	96,224
25	73,654	83,142	89,649	96,224
26	73,654	83,142	89,649	96,224
27+	74,891	84,584	91,221	97,929

**K-8, MIDDLE & HIGH SCHOOL COUNSELORS  
10 MONTHS 204 DAYS  
SCHEDULE 91**

STEP	MASTER'S DEGREE	Ed.S /AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	58,043	64,194	69,303
2	59,538	64,554	69,659
3	59,900	64,911	70,021
4	60,259	65,268	70,376
5	60,946	65,955	71,061
6	63,521	68,686	73,942
7	64,232	69,391	74,653
8	64,970	70,130	75,387
9	66,165	71,379	76,650
10	66,879	72,092	77,363
11	67,620	72,839	78,106
12	68,071	73,324	78,618
13	68,071	73,324	78,618
14	68,071	73,324	78,618
15	68,528	73,815	79,164
16	68,528	73,815	79,164
17	68,528	73,815	79,164
18	69,016	74,333	79,712
19	69,016	74,333	79,712
20	69,016	74,333	79,712
21	69,504	74,866	80,283
22	69,504	74,866	80,283
23	69,504	74,866	80,283
24	70,800	76,271	81,799
25	70,800	76,271	81,799
26	70,800	76,271	81,799
27+	72,123	77,705	83,344

**LEAD COUNSELOR  
12 MONTHS 240 DAYS  
SCHEDULE LC**

<b>STEP</b>	<b>MASTER'S DEGREE</b>	<b>Ed.S / AA CERTIFICATE</b>	<b>DOCTORAL DEGREE</b>
<b>LEVEL</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	69,625	75,522	81,533
2	70,045	75,945	81,952
3	70,471	76,366	82,378
4	70,893	76,786	82,795
5	71,702	77,594	83,602
6	74,731	80,807	86,990
7	75,568	81,637	87,827
8	76,435	82,505	88,690
9	77,841	83,976	90,176
10	78,681	84,814	91,016
11	79,553	85,693	91,890
12	80,083	86,263	92,492
13	80,083	86,263	92,492
14	80,083	86,263	92,492
15	83,011	86,842	93,134
16	83,011	86,842	93,134
17	83,011	86,842	93,134
18	81,195	87,451	93,778
19	81,195	87,451	93,778
20	81,195	87,451	93,778
21	81,769	88,078	94,450
22	81,769	88,078	94,450
23	81,769	88,078	94,450
24	83,294	89,730	96,234
25	83,294	89,730	96,234
26	83,294	89,730	96,234
27+	84,850	91,417	98,052

Board approved March 20, 2018

**TENURED ELEMENTARY PRINCIPAL - 12 MONTHS 240 DAYS  
SCHEDULE 23**

STEP	MASTER'S DEGREE	Ed.S / AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	78,593	84,463	90,203
2	79,360	85,235	90,973
3	80,170	86,041	91,781
4	80,939	86,810	92,549
5	81,744	87,615	93,354
6	84,967	91,013	96,922
7	85,795	91,842	97,752
8	86,589	92,637	98,549
9	87,420	93,465	99,372
10	88,211	94,259	100,275
11	89,042	95,091	101,142
12	90,267	96,343	102,496
13	90,267	96,343	102,496
14	90,267	96,343	102,496
15	91,131	97,266	103,478
16	91,131	97,266	103,478
17	91,131	97,266	103,478
18	91,131	97,266	103,478
19	91,131	97,266	103,478
20	91,131	97,266	103,478
21	91,131	97,266	103,478
22	91,131	97,266	103,478
23	91,131	97,266	103,478
24	91,748	97,882	104,096
25	91,748	97,882	104,096
26	91,748	97,882	104,096
27+	92,366	98,499	104,713

**CONTRACTED ELEMENTARY SCHOOL PRINCIPAL  
12 MONTHS 240 DAYS  
SCHEDULE CE**

**CONTRACTED ELEMENTARY SCHOOL PRINCIPALS - SALARY RANGE**

<u>DEGREE TYPE</u>	<u>SALARY RANGE</u>
MASTER'S	\$84,811.00 - \$99,711.00
Ed.S/AA CERTIFICATION	\$87,072.00 - \$104,035.00
DOCTORAL	\$90,465.00 - \$107,427.00

**This schedule will be applicable upon execution of a new contract.**

**Board Approved December 9, 2014**

**REVISED 8-11-2015**

**TENURED MIDDLE/K-8 SCHOOL PRINCIPAL - 12 MONTHS 240 DAYS  
SCHEDULE 09**

STEP	MASTER'S DEGREE	Ed.S / AA CERTIFICATE	DOCTORAL DEGREE
<b>LEVEL</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	79,355	85,286	91,079
2	80,131	86,064	91,860
3	80,949	86,876	92,677
4	81,727	87,656	93,448
5	82,540	88,469	94,262
6	85,795	91,900	97,863
7	86,629	92,736	98,703
8	87,431	93,537	99,507
9	88,269	94,373	100,336
10	89,068	95,176	101,252
11	89,909	96,016	102,126
12	91,146	97,282	103,497
13	91,146	97,282	103,497
14	91,146	97,282	103,497
15	92,020	98,211	104,486
16-23	92,020	98,211	104,486
24	92,636	98,829	105,102
25	92,636	98,829	105,102
26	92,636	98,829	105,102
27+	93,254	99,445	105,719

**CONTRACTED MIDDLE/K-8 SCHOOL PRINCIPAL  
12 MONTHS 240 DAYS  
SCHEDULE CM**

**CONTRACTED MIDDLE/K-8 SCHOOL PRINCIPALS - SALARY RANGE**

<u>DEGREE TYPE</u>	<u>SALARY RANGE</u>
MASTER'S	\$90,465.00 - \$105,166
Ed.S / AA CERTIFICATION	\$92,726.00 - \$109,689.00
DOCTORAL	\$96,119.00 - \$113,081.00

**This schedule will be applicable upon execution of a new contract.**

**Board Approved December 9, 2014**

**REVISED 8-11-2015**

**TENURED HIGH SCHOOL PRINCIPAL  
12 MONTHS 240 DAYS  
SCHEDULE 08**

<b>STEP</b>	<b>MASTER'S DEGREE</b>	<b>Ed.S / AA CERTIFICATE</b>	<b>DOCTORAL DEGREE</b>
<b>LEVEL</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	81,839	87,769	93,188
2	82,628	88,556	93,972
3	83,418	89,346	94,764
4	84,207	90,138	95,555
5	84,996	90,928	96,345
6	88,338	94,442	100,050
7	89,152	95,253	100,927
8	89,964	96,067	101,808
9	90,775	96,880	102,687
10	91,623	97,693	103,562
11	92,465	98,572	104,442
12	93,795	99,931	105,832
13	93,795	99,931	105,832
14	93,795	99,931	105,832
15	94,694	100,889	106,846
16-23	94,694	100,889	106,846
24	95,312	101,506	107,462
25	95,312	101,506	107,462
26	95,312	101,506	107,462
27+	95,928	102,124	108,080

**CONTRACTED HIGH SCHOOL PRINCIPAL  
12 MONTHS 240 DAYS  
SCHEDULE CP**

**CONTRACTED HIGH SCHOOL PRINCIPALS - SALARY RANGE**

<u>DEGREE TYPE</u>	<u>SALARY RANGE</u>
MASTER'S	\$101,773.00 - \$122,127.00
Ed.S / AA CERTIFICATION	\$104,035.00 - \$126,651.00
DOCTORAL	\$107,426.00- \$130,044.00

**This schedule will be applicable upon execution of a new contract.**

**Board Approved December 9, 2014**

**REVISED 8-11-2015**

**ELEMENTARY SCHOOL ASSISTANT PRINCIPAL  
10 MONTHS 204 DAYS  
SCHEDULE 66**

STEP	MASTER'S DEGREE	Ed.S / AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	59,214	64,204	69,287
2	59,568	64,559	69,644
3	59,926	64,915	70,003
4	60,285	65,272	70,358
5	60,970	65,955	71,081
6	63,542	68,681	73,916
7	64,249	69,462	74,622
8	64,983	70,121	75,354
9	66,175	71,367	76,611
10	66,887	72,076	77,323
11	67,623	72,817	78,062
12	68,074	73,303	78,575
13	68,074	73,303	78,575
14	68,074	73,303	78,575
15	68,532	73,794	79,117
16	68,532	73,794	79,117
17	68,532	73,794	79,117
18	69,019	74,312	79,665
19	69,019	74,312	79,665
20	69,019	74,312	79,665
21	69,507	74,844	80,236
22	69,507	74,844	80,236
23	69,507	74,844	80,236
24	70,804	76,250	81,751
25	70,804	76,250	81,751
26	70,804	76,250	81,751
27+	72,126	77,683	83,297

**MIDDLE SCHOOL ASSISTANT PRINCIPAL  
10 MONTHS 204 DAYS  
SCHEDULE 72**

STEP	MASTER'S DEGREE	Ed.S / AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	59,411	64,401	69,486
2	59,765	64,758	69,842
3	60,125	65,114	70,201
4	60,483	65,468	70,555
5	61,167	66,154	71,237
6	63,746	68,883	74,119
7	64,453	69,589	74,827
8	65,150	70,323	75,559
9	66,380	71,573	76,816
10	67,090	72,281	77,528
11	67,829	73,023	78,267
12	68,142	73,509	78,780
13	68,142	73,509	78,780
14	68,142	73,509	78,780
15	68,740	74,003	79,326
16	68,740	74,003	79,326
17	68,740	74,003	79,326
18	69,229	74,522	79,875
19	69,229	74,522	79,875
20	69,229	74,522	79,875
21	69,718	75,056	80,448
22	69,718	75,056	80,448
23	69,718	75,056	80,448
24	71,017	76,464	81,966
25	71,017	76,464	81,966
26	71,017	76,464	81,966
27+	72,342	77,899	83,513

**HIGH SCHOOL ASSISTANT PRINCIPAL  
10 MONTHS 204 DAYS  
SCHEDULE 67**

STEP	MASTER'S DEGREE	Ed.S / AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	66,034	71,027	76,227
2	66,629	71,622	76,703
3	67,226	72,214	77,298
4	67,818	72,811	77,893
5	68,412	73,406	78,489
6	71,056	76,196	81,431
7	71,670	76,808	82,045
8	72,283	77,421	82,658
9	73,368	78,561	83,808
10	73,985	79,179	84,423
11	73,985	79,179	84,423
12	74,479	79,705	84,977
13	74,479	79,705	84,977
14	74,479	79,705	84,977
15	74,980	80,243	85,566
16	74,980	80,243	85,566
17	74,980	80,243	85,566
18	75,513	80,806	86,158
19	75,513	80,806	86,158
20	75,513	80,806	86,158
21	76,047	81,385	86,775
22	76,047	81,385	86,775
23	76,047	81,385	86,775
24	77,407	82,858	88,363
25	77,407	82,858	88,363
26	77,407	82,858	88,363
27+	78,792	84,360	89,981

**COORDINATOR - 12 MONTHS 240 DAYS  
SCHEDULE 11  
CERTIFIED**

<b>STEP</b>	<b>MASTER'S DEGREE</b>	<b>Ed.S / AA CERTIFICATE</b>	<b>DOCTORAL DEGREE</b>
<b>LEVEL</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	79,705	85,642	91,060
2	80,413	86,349	91,768
3	81,123	87,060	92,478
4	81,831	87,767	93,186
5	82,538	88,470	93,891
6	85,713	91,827	97,406
7	86,444	92,556	98,136
8	87,173	93,288	98,865
9	87,903	94,015	99,594
10	88,630	94,743	100,320
11	88,630	94,743	100,320
12	89,056	95,199	100,803
13	89,056	95,199	100,803
14	89,056	95,199	100,803
15	89,909	96,108	101,769
16-23	89,909	96,108	101,769
24-26	90,526	96,725	102,385
27+	91,142	97,343	103,002

**ADMINISTRATIVE PERSONNEL - 12 MONTHS 240 DAYS  
SCHEDULE 64  
CERTIFIED**

STEP	DIRECTOR	EXECUTIVE DIRECTOR	INSTRUCTIONAL SUPERINTENDENT	SENIOR EXECUTIVE DIRECTOR	OFFICERS EFFECTIVE 9/1/04	CHIEF OFFICER'S LEVEL
LEVEL	1	4	5	6	7	8
1	83,927	88,626	115,865	114,777	127,748	130,609
2	86,403	91,095	117,561	116,474	129,122	132,871
3	88,881	93,512	119,257	118,170	130,495	135,132
4	91,356	95,924	120,953	119,866	131,870	138,525
5	93,832	98,335	122,650	121,562	133,243	141,917
6	96,308	100,738	124,346	123,259	134,617	145,309
7	98,784	103,141	126,042	124,955	135,990	147,571
8	101,259	105,543	127,738	126,651	137,363	149,833
9	103,737	107,938	129,435	128,347	138,737	152,094
10	106,215	110,325	131,131	130,043	140,110	154,356
11	106,901	110,846	132,827	131,740	141,484	156,618
12	107,589	111,365	134,523	133,436	142,858	158,879
13	108,274	111,880	136,219	135,132	144,232	160,010
14	108,962	112,394	137,916	136,828	145,605	162,272
15	109,648	112,905	139,612	138,525	146,979	164,533
16+	110,334	113,413	141,308	140,221	148,353	165,281

Board approved March 20, 2018

**ATTENDANCE/HEARING OFFICER  
12 MONTHS 240 DAYS  
SCHEDULE 65**

<b>STEP</b>	<b>MASTER'S DEGREE</b>	<b>Ed.S / AA CERTIFICATE</b>	<b>DOCTORAL DEGREE</b>
<b>LEVEL</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	78,145	84,053	90,207
2	78,848	84,758	90,771
3	79,794	85,460	91,476
4	80,256	86,162	92,178
5	80,958	86,867	92,884
6	84,088	90,173	96,368
7	84,814	90,896	97,092
8	85,540	91,620	97,816
9	86,266	92,344	98,544
10	86,990	93,070	99,265
11	86,990	93,070	99,265
12	87,411	93,519	99,743
13	87,411	93,519	99,743
14	87,411	93,519	99,743
15	88,246	94,412	100,698
16+	88,246	94,412	100,698

**ATTENDANCE OFFICER - 10 MONTHS 204 DAYS  
SCHEDULE 69**

<b>STEP</b>	<b>BACHELOR'S DEGREE</b>	<b>MASTER'S DEGREE</b>	<b>Ed.S / AA CERTIFICATE</b>	<b>DOCTORAL DEGREE</b>
<b>LEVEL</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	53,383	60,564	65,724	70,991
2	53,796	60,976	66,137	71,402
3	54,208	61,387	66,480	71,815
4	54,619	61,801	66,960	72,226
5	55,032	62,213	67,373	72,639
6	55,444	62,624	67,784	73,052
7	55,858	63,035	68,197	73,463
8	55,966	63,517	68,687	73,946
9	56,675	64,229	69,389	74,653
10	57,414	64,963	70,127	75,389
11	58,123	65,736	70,896	76,163
12	58,894	66,762	71,951	77,237
13	58,894	66,762	71,951	77,237
14	58,894	66,762	71,951	77,237
15	59,305	67,402	72,639	77,975
16+	59,305	67,402	72,639	77,975

**ATTENDANCE OFFICER - 12 MONTHS 240 DAYS  
SCHEDULE 70**

<b>STEP</b>	<b>BACHELOR'S DEGREE</b>	<b>MASTER'S DEGREE</b>	<b>Ed.S / AA CERTIFICATE</b>	<b>DOCTORAL DEGREE</b>
<b>LEVEL</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	62,805	71,251	77,323	83,517
2	63,287	71,735	77,808	84,005
3	63,774	72,220	78,939	84,488
4	64,258	72,706	79,101	84,973
5	64,744	73,191	79,262	85,459
6	64,788	73,770	79,912	86,165
7	65,634	74,614	80,756	87,008
8	66,545	75,527	81,671	87,924
9	67,391	76,369	82,507	88,765
10	68,263	77,245	83,386	89,643
11	69,110	78,161	84,301	90,560
12	70,363	79,382	85,552	91,838
13	70,363	79,382	85,552	91,838
14	70,363	79,382	85,552	91,838
15	71,035	80,143	86,371	92,716
16+	71,035	80,143	86,371	92,716

**PROGRAM SPECIALIST - 12 MONTHS 240 DAYS  
SCHEDULE 32**

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S /AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4
1	71,212	78,016	83,948	89,369
2	71,625	78,724	84,658	90,075
3	72,036	79,429	85,365	90,782
4	72,449	80,138	86,071	91,490
5	72,861	80,845	86,780	92,199
6	73,273	83,972	90,085	95,665
7	73,685	84,704	90,812	96,393
8	74,097	85,431	91,539	97,120
9	74,508	86,161	92,270	97,848
10	74,921	86,889	92,999	98,576
11	75,332	86,889	92,999	98,576
12	75,745	87,306	93,444	99,049
13	75,745	87,306	93,444	99,049
14	75,745	87,306	93,444	99,049
15	76,158	88,140	94,338	99,998
16+	76,158	88,140	94,338	99,998

**PSYCHOMETRICS - 12 MONTHS 240 DAYS  
SCHEDULE 28**

<b>STEP</b>	<b>MASTER'S DEGREE</b>	<b>Ed.S / AA CERTIFICATE</b>	<b>DOCTORAL DEGREE</b>
<b>LEVEL</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	70,400	76,364	82,436
2	70,823	76,790	82,865
3	71,254	77,214	83,292
4	71,680	77,639	83,717
5	72,498	78,456	84,532
6	75,562	81,702	87,957
7	76,406	82,544	88,802
8	77,283	83,422	89,676
9	78,200	84,338	90,592
10	79,045	85,180	91,433
11	79,919	86,059	92,313
12	80,302	86,474	92,755
13	80,302	86,474	92,755
14	80,302	86,474	92,755
15	81,074	87,302	93,645
16+	81,074	87,302	93,645

**PSYCHOMETRICS - 11 MONTHS 224 DAYS  
SCHEDULE PS**

<b>STEP</b>	<b>MASTER'S DEGREE</b>	<b>Ed.S / AA CERTIFICATE</b>	<b>DOCTORAL DEGREE</b>
<b>LEVEL</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	65,707	71,273	76,941
2	66,102	71,671	77,341
3	66,503	72,067	77,740
4	66,901	72,464	78,136
5	67,664	73,226	78,896
6	70,524	76,255	82,094
7	71,312	77,041	82,882
8	72,131	77,861	83,697
9	72,987	78,716	84,552
10	73,775	79,501	85,338
11	74,591	80,322	86,159
12	74,949	80,710	86,572
13	74,949	80,710	86,572
14	74,949	80,710	86,572
15	75,668	81,482	87,402
16+	75,668	81,482	87,402

**PSYCHOLOGIST - 10 MONTHS 204 DAYS  
SCHEDULE PY**

<b>STEP</b>	<b>MASTER'S DEGREE</b>	<b>Ed.S / AA CERTIFICATE</b>	<b>DOCTORAL DEGREE</b>
<b>LEVEL</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	65,099	70,614	76,233
2	65,492	71,008	76,625
3	65,891	71,402	77,023
4	66,285	71,795	77,413
5	67,041	72,550	78,168
6	69,873	75,555	81,336
7	70,656	76,331	82,119
8	71,466	77,143	82,926
9	72,313	77,990	83,773
10	73,093	78,768	84,553
11	73,904	79,584	85,365
12	74,259	79,966	85,774
13	74,259	79,966	85,774
14	74,259	79,966	85,774
15	74,970	80,730	86,597
16-23	74,970	80,730	86,597
24	75,648	81,408	87,276
25	75,648	81,408	87,276
26	75,648	81,408	87,276
27+	76,326	82,087	87,953

**CTE (CAREER TECHNICAL EDUCATION)  
Health Science & Technical Education  
CLASSROOM TEACHERS  
9 MONTHS 187 DAYS  
SCHEDULE CT**

STEP	BACHELOR EQUIVALENT	MASTER EQUIVALENT	EDUCATION SPECIALIST EQUIVALENT OR SIXTH-YEAR	DOCTORAL EQUIVALENT
<b>LEVEL</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	42,424	48,200	52,474	57,155
2	42,726	48,502	52,776	57,457
3	47,148	53,594	58,186	62,868
4	47,504	53,891	58,486	63,171
5	47,831	54,555	59,148	63,828
6	49,928	56,848	61,581	66,397
7	50,577	57,500	62,231	67,048
8	51,280	58,202	62,934	67,754
9	52,270	59,232	64,011	68,851
10	52,949	59,911	64,692	69,534
11	53,607	60,621	65,401	70,245
12	54,675	61,683	66,496	71,359
13	54,675	61,683	66,496	71,359
14	54,675	61,683	66,496	71,359
15	55,046	62,097	66,945	71,847
16	55,046	62,097	66,945	71,847
17	55,046	62,097	66,945	71,847
18	55,433	62,539	67,414	72,352
19	55,433	62,539	67,414	72,352
20	55,433	62,539	67,414	72,352
21	55,824	62,981	67,897	72,863
22	55,824	62,981	67,897	72,863
23	55,824	62,981	67,897	72,863
24	56,905	64,216	69,232	74,079
25	56,905	64,216	69,232	74,079
26	56,905	64,216	69,232	74,079
27+	58,006	65,475	70,593	75,318
<b>CERTIFICATES</b>				
<b>HEALTH SCIENCE</b>	Health Science 1 or 2, Specialty Area 1 or 2, Type II or III	Health Science 3, Specialty Area 3 or 4, Level 4	Health Science 4, Specialty Area 5, Level 5	
<b>TECHNICAL EDUCATION</b>	Specialty Area 1 or 2, Level 2, Type II or III	Specialty Area 3 or 4, Level 2 or 3	Specialty Area 5, Level 5	

Board Approved 4-11-2017